



T^{echnical}

Reusable Solid Rocket Motor (RSRM) Transition – Because of the technical and organizational relationship between the RSRM and the Ares I First Stage, the teams have effectively coordinated resources between the two. Needed hardware is transferred and equipment is available under cross-utilization agreements. Review of all government property was reviewed by teams responsible for production for both programs; disposition was thoroughly reviewed and approved by both project offices. Sub-contractors are managed between the programs to minimize disruption.

I^{nformational}

Gap Analysis (pt. 2) – When organizations have an important job to do in the *present state*, they forget transition is not business as usual and lose sight of the *future state*. The challenge of transition is to maintain a *healthy tension* between being successful today and at the same time, moving *future*-forward. Demands of current work will always seem more pressing than what the future holds. Change Agents increase this healthy tension and grow attention and passion for the future with specific messages about future direction, desirable gains change will bring, and the important role members will play.

P^{ersonal}

Practical Coping Skills:

- Organize your day by 'have to's'
- Don't rely on your memory
- Make duplicates of keys
- Think of 'waiting' as an opportunity to relax
- Plan time to eat, exercise, and rest
- Learn how to say 'NO' and 'I need help'